

Workplace Bullying		Tab 15
<p><b><u>Background:</u></b></p> <p>The Public Policy and Project Development Committees will discuss the topic of workplace bullying during the consideration of “other discussion items” on the agendas. The included document provides updates regarding actions taken to address workplace bullying, as well as recommended next steps.</p>		
<p><b><u>Project Development Committee</u></b></p> <p><b><u>Agenda Item 9.</u></b></p>	<p><b><u>Expected Action:</u></b></p> <p>The Committee will discuss the topic and may provide guidance to staff.</p>	
<p><b><u>Public Policy Committee</u></b></p> <p><b><u>Agenda Item 8.</u></b></p>	<p><b><u>Expected Action:</u></b></p> <p>The Committee will discuss the topic and may provide guidance to staff.</p>	

## UPDATE: BULLYING DISCUSSION OUTCOMES

At the August and November 2015 Council meetings, members discussed the following options:

1. **Highlight bullying in the workplace during the October National Disability Employment Awareness Month (NDEAM) via social media.**
  - TCDD staff developed and published the blog post “Workplace Bullying: Know Your Rights” on the TCDD website (<http://tcdd.texas.gov/workplace-bullying/>).
  - The blog post was shared on TCDD’s Facebook and Twitter accounts, where it reached 1,229 and 2,387 people, respectively. The blog post was also featured in an anti-bullying enewsletter.
  - TCDD featured two additional workplace bullying articles via social media.
  - The TCDD blog post was made available to participants in a national webinar on “Workplace Bullying, Harassment, and Disability,” by the Yang-Tan Institute on Employment and Disability, Cornell University, on January 13, 2016.
2. **Share the issue with fellow advocates and include references to the issue in formal and informal TCDD public input.**

Bullying was referenced in the following TCDD public input:

  - Comments on the Texas Workforce Investment Council (TWIC) System Strategic Plan FY 2016-2023;
  - Joint Public Comments with Disability Rights Texas to the Texas Juvenile Justice Department relating to secure juvenile detention and correctional facilities; and
  - Public Comments on Curriculum of the Texas Commission on Law Enforcement on School Resource Officer training required by HB 2684.

Staff distributed TCDD blog post at the last Employment First Task Force meeting.
3. **Revise TCDD Employment Position Statement to include workplace bullying.**
4. **Support Brandon Pharris and other interested Council members’ advocacy efforts on this issue during the 2017 legislative session.** Staff will:
  - Assist Pharris with a request to specifically identify people with disabilities in the HB 3226 refile in meeting with Representative Coleman and/or staff;
  - Assist Pharris with education efforts with other legislators and their staff; and
  - Monitor the refile of HB 3226 in 2017.
5. **Reach out to other agencies (DARS, TWC) and private employers.** TCDD will encourage the inclusion of workplace bullying prevention in individual and employer education and outreach efforts currently undertaken by responsible state agencies and identify opportunities to encourage the inclusion of workplace bullying prevention in existing awareness initiatives.

**Recommendation:** After the conclusion of the 2017 Texas Legislature, the Project Development Committee may consider whether further action is necessary based on the session outcomes. At that time, the Committee can take into account emerging legislative direction and changes that would need to be considered to address awareness, education, and training needs.